



MANY SPOONS STIR THE HUMAN RESOURCES KETTLE

One of the most interesting/frustrating/demanding aspects of the State of California's Human Resources system is how many separate, independent agencies are involved in the process. This means that the system is constantly changing, coordination is a challenge, and there are several persons/departments in charge! But hey, we still manage to make it work most of the time! Just look at the list of involved agencies and their main roles in the process:

DPA

- Represents the State in the collective bargaining process
- Oversees the allocation of positions
- Sets working conditions policies
- Establishes travel rules
- Oversees the layoff process
- Administers dental benefits
- Administers the Savings-Plus program
- Oversees/administers training programs

SPB

- Oversees merit system
- Sets examination policy
- Conducts appeals of the disciplinary process
- Establishes/adjusts classifications
- Oversees ADA and Equal Employment laws
- Oversees recruitment and selection

PERS

- Administers Retirement system
- Administers Health Benefit system

Finance

- Approves certain position classifications
- Institutes freezes

State Compensation Insurance Fund

- Manages the Worker's Comp process

State Controller

- Administers the payroll process
- Administers the position control process

Public Employees Relations Board

- Oversees the State Collective Bargaining Act

Cal/OSHA

- Sets workplace safety policies

Department of Industrial Relations

- Settles wage and salary issues/disputes

California Legislature

- Approves HR related legislation
- Ratifies collective bargaining agreements
- Authorizes expenditures which impact staffing levels and classifications
- Appoints certain Board/Commission members
- Senate confirms many exempt appointments

Department of Fair Housing and Employment

- Oversees discrimination appeals

Fair Political Practices Commission

- Oversees Political Reform Act
- Oversees Ethics standards

EDD

- Administers the Non-Disability Leave program

Labor Commission

- Hears 72 Hour Pay Appeals

Unions/21 Collective Bargaining Units

- Negotiates agreements with DPA for salaries and terms and conditions of employment
- Represents employees in disciplinary actions and appeals
- Reviews all classification changes

California Constitution

- Contains basic structure of the civil service system

Federal Law

- Impacts State employees in such areas as FMLA, ADA, FLSA

Court Decisions

- Interprets/Clarifies laws and policies

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